

**CONTRACT**  
between the

**Taft School District 90 Board of Education**  
and

**The Taft Council of the**  
**American Federation of Teachers, Local 604**

**2025-2029**

## I – INTRODUCTION

### A. AGREEMENT

The Board of Education of Taft School District 90 hereinafter referred to as the “Board”, recognizes the Taft Council of the American Federation of Teachers Local 604, certified employed teaching personnel, hereinafter referred to as “Union”, except for the superintendent, principal, all supervisory and managerial personnel and teaching aides. This contract will be in effect for the 2025-2026, 2026-2027, 2027-2028, & 2028-2029 school years.

### B. SCOPE

The Union and Board of Education agree that they shall bargain collectively matters directly affecting wages, hours and terms and conditions of employment, as well as impact thereon. The Board of Education shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees.

### C. NEGOTIATION PROCEDURES

All negotiation meetings between the Union and the Board will be held in accordance with the ground rules that have been approved by both the Union and the Board. The approved ground rules are as follows:

1. The date, time, place, and agenda of the next meeting shall be established before adjournment of any meeting.
2. It is the mutual responsibility of the School Board and the Union that their representative negotiation agents shall have the necessary power and authority to make and consider tentative proposals, counter proposals, and tentative agreements.
3. All tentative agreements shall be written and initialed by the spokesman of their respective teams at the meeting the tentative agreement is reached. Signed copies shall be given to each negotiating team.
4. All negotiating meetings shall be closed to the public.
5. All agreements to, or any phase thereof, shall be considered tentative until the entire agreement is negotiated and ratified by both the Board and the Union.
6. Both parties reserve the right to utilize consultants or advisors who are not employees of the school district.
7. Composition of the negotiating teams shall be limited to three representatives each for both the Union and the Board.

8. Meetings will not exceed 2 hours, including caucus time. Meetings may be extended beyond 2 hours by mutual consent.

## II – LEAVES

### A. SICK LEAVES

The granting of sick leave shall be subject to the following:

1. Each teacher shall be entitled to a total of fifteen (15) sick leave days with full pay per school year. Sick leave shall be interpreted to mean personal illness, quarantine at home, or death in the immediate family or household. The immediate family, for purposes of this section, shall include spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, son-in-law, daughter-in-law, and legal guardians.
2. Up to three (3) bereavement days with pay shall be allowed upon superintendent's approval in the event of a death in the immediate family as defined above. These days will be neither sick leave nor personal leave. Personal days may be used for the death of aunts, uncles, nieces and nephews, friends, or non-family members. If no personal days are available, sick days may be utilized. The teacher shall make every effort to notify the superintendent of his/her designated representative no later than 6:30 A.M. on the day of the absence.
3. A medical doctor's certificate may be required by the superintendent for any sick leave that exceeds three (3) consecutive school days or for excessive use of sick leave.
4. Teachers shall be notified in writing at the beginning of each school year, and thereafter reported on subsequent paychecks, as the current number of sick leave/personal days they have accumulated.

### B. PERSONAL LEAVE

Each teacher shall be allowed a maximum of three (3) days paid leave per school year for personal, moral, or business reasons, which cannot ordinarily be attended to while school is in session without specific reason being given. Teachers with twenty (20) or more years of district-recognized service shall be eligible for four (4) personal days maximum. The request for personal leave must be in writing and received by the Superintendent no less than two (2) days before the requested date of personal leave. No deduction from accumulated sick leave will be made for personal leave days. Such personal leave may not be requested nor allowed during the first two (2) teacher employment days or last two (2) teacher days of any school year, nor the day preceding or following the school holiday period of Thanksgiving, winter, or spring break. Three (3) personal leave days per year may be accumulated toward sick leave. No teacher may accumulate personal or sick leave exceeding 340 days.

### C. CIVIC DUTY LEAVE

A teacher shall be excused at full pay for the purpose of performing Civic duties such as jury duty and witnessing. The teacher will sign over to the District any money received from jury duty. Upon receiving jury duty notification, a teacher will immediately notify the Superintendent, who will do the scheduling of time away from school for Civic duty.

### D. LEAVES OF ABSENCE

Leaves of absence without pay for up to one (1) year may be granted to tenured teachers if requested at least three (3) months before the leave is to be taken, subject to approval by the Board. Leaves may be granted for:

1. Advanced study leading to a degree in an approved university.
2. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program.
3. Military Service.
4. Other reasons acceptable to the Board, which will improve the educational program.
5. Childcare leave / Maternity leave.

Childcare leave without pay shall be granted for up to one (1) full year (unless mutually extended) to all full-time tenure teachers who desire to return to employment in a similar capacity at a time consistent with the needs of the District as determined by the Board. Each approved childcare/maternity leave of absence shall be of a reasonable duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction of students. Leaves of absence for the purpose of childcare shall be granted under the following conditions:

- a. Request for childcare leave must be made in writing to the Superintendent at least ninety (90) calendar days before the leave is to begin, stating the beginning and ending dates of the requested leave.
- b. Requested dates of departure and return must be acceptable to the administration and the Board. Such leave shall not be allowed after the first day of school following the child's first birthday, or in case of adoption, the first day of school following the anniversary date of the adopted child's reception into the family.
- c. In case of adoption the Superintendent of Schools will be notified in writing within ten (10) days of filing an application for a child with an adoption agency.

- d. In the case of adoption the Superintendent of Schools will be notified in writing immediately upon notification to the teacher that child placement or custody is about to take place. (Specific date, if known, must be indicated.)

With the consent of the carrier, teachers on such leaves may continue benefits if they reimburse the District for any prorated costs of benefits for which they apply. Confirmation of intent to return from leave shall be given to the Superintendent in writing no less than sixty (60) days before the initial date of return. A teacher desiring to return at any other time may do so with the approval of the Board. Teachers will receive the negotiated salary increase on any approved leave of absence without pay, if the teacher has worked ninety (90) days.

### **III – SALARY PROVISIONS**

#### **A. SALARY SCHEDULES**

Full time teacher salaries are shown in Appendix A. Speech pathologist hired by the district shall be placed on the salary schedule shown in Appendix B.

All employees on salary schedules shown in Appendix A & B along with all staff members who are currently off the salary schedules will receive a 6% increase in 2025/2026, a 6% increase in 2026/2027, a 6% increase in 2027/2028, and a 4.5% increase in 2028/2029. There will be no vertical step increases, only increases due to horizontal lane changes.

#### **B. PLACEMENT ON THE SALARY SCHEDULE**

New teachers or speech pathologists employed for the 2014-15 school year and thereafter will be granted credit for prior teaching experience not to exceed eight (8) years. The salary schedules (Appendices A and B) will be utilized for placement of new teachers or speech pathologists.

#### **C. DEDUCTIONS**

District 90 will make payroll deductions upon written request by the teacher on the form provided by the Board office, credit union, and annuity plans. All payroll deductions withheld for the purpose of annuity payments shall be paid/mailed by the first of each month.

The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against all claims, demands, actions, complaints, suits, or other action taken by the Board for the purposes of complying with the above provisions of the Article, or in reliance of any list, notice, certification, affidavit, or assignment furnished under any such provisions.

#### **D. COURSE WORK**

Course work to be utilized for the advancement on the salary schedule will be accepted as follows:

1. Full credit for all graduate work leading to a master's degree in education.
2. Full credit for all graduate work pre-approved by the Superintendent.
3. Proof of completion of course work shall be filed by the teacher with the District office by September 30<sup>th</sup> in order to receive credit on the salary schedule during that year.
4. For all pre-approved course work in an approved master's program or advanced endorsement of degree taken after the beginning of the 2014-15 school year or for recertification college courses, the Board will reimburse a teacher \$200.00 per credit hour. Reimbursement to the teacher will be made upon receipt of proof of completion of the course work by the District office. Reimbursement for summer course work will be reimbursed by September 15 of the following academic year contingent upon reemployment in the district.
5. Beginning with the 2014-15 school year, a teacher who receives tuition reimbursement agrees to maintain employment in the District for no less than two (2) years or to repay the amount of the tuition reimbursement to the district. A teacher who elects to cease employment within less than one (1) calendar year of submitting the tuition reimbursement request shall reimburse the District 100% of the applicable tuition reimbursement amount. A teacher who elects to cease employment after one (1) year but within less than two (2) calendar years of submitting the tuition reimbursement request shall reimburse the District 50% of the applicable tuition reimbursement amount. Said reimbursement shall be deducted from the balance of pay periods for which the teacher is entitled to receive payment for employment. Should the reimbursement exceed the pay period amount, the teacher agrees to make financial restitution to the District within thirty (30) calendar days from the date of terminated employment.
6. Each tuition reimbursement made by the District to an eligible teacher shall be considered a separate and distinct event for the purpose of maintenance of employment and repayment timelines.
7. The terms of repayment in the event that a teacher elects to leave the district within less than two (2) calendar years of submitting a tuition reimbursement request may be altered by written mutual agreement between the member and the Superintendent.

#### E. PAY PERIODS

Bimonthly paychecks will be issued on the 15<sup>th</sup> and 30<sup>th</sup> of each month (February 28<sup>th</sup>). The first pay period for each school year shall be September 15<sup>th</sup>. Each check shall be issued via direct deposit.

#### F. HOLD HARMLESS TEACHER RETIREMENT

- a. It is expressly understood that the Board will pay a sum equal to 9.0% of the stated salary to the Teacher's Retirement System on the teacher's behalf. The teacher shall have no claim upon this money except as such may arise upon retirement or upon severance from the retirement system.

- b. The Union agrees to indemnify and hold harmless the Board, individual members thereof and its agents and employees from any and all claims, including but not limited to the cost of the defense thereof, resulting from any action taken to effect compliance with this section, provided the Union is served promptly with notice of any such claim and that defense thereof is surrendered to the Union and to counsel of its choosing. The parties understand that, should the Internal Revenue Service or any court of competent jurisdiction declare failure to withhold federal or Illinois Income Taxes on amounts paid by the Board to the retirement system in accordance with this section counter to law. The Board shall reserve the right to bring its practice in this regard into conformance with law, the above language notwithstanding.

G. HEALTH AND LIFE INSURANCE BENEFITS FOR FULL-TIME TEACHERS

- 1. The Board will provide single coverage health insurance only for full-time teachers.
- 2. All new enrollees to a district insurance plan must enroll in an HMO single or family option for coverage, or pay the cost difference for choosing another plan. For the purposes of this contract, a new enrollee will be defined as a new employee electing coverage, an existing employee switching from single HMO insurance to a PPO option, an existing employee switching from single insurance to family insurance, or an existing employee switching from no insurance to any district insurance plan.
- 3. For single insurance coverage, teachers will \$55 per month for the duration of the contract.
- 4. The Board will pay the increase for the single insurance premium each school year during the term of this contract.
- 5. Any full-time teacher hired prior to 2008-09 and entering at least the 20<sup>th</sup> year of service during the life of this contract may elect to receive 100% Board-paid family coverage. Teachers paying less than \$600 per month and who were enrolled in the family insurance plan prior to June 1, 2014 are grandfathered in at their then current rate, plus a 2% increase each year thereafter.
- 6. New full-time enrollees to the family insurance plan shall be subject to the following monthly contribution rates:

2025-26	\$740.00
2026-27	\$740.00
2027-28	\$740.00
2028-29	\$740.00

- 7. All full-time teachers must participate in the District's hospitalization plan if they choose to enroll for the insurance coverage. Teachers will be billed bimonthly through payroll deductions for all insurance premium costs as stated above.
- 8. The Board of Education will provide life insurance for all employees for a policy in the amount of \$20,000 for death due to natural causes and \$20,000 due to accidental death.

9. Employees that opt out of insurance coverage will receive a lump sum payment of \$1,250 on the January 30 payroll each year.
10. At any time throughout the course of the school term if life changing conditions arise and the employee requires health insurance the option will be provided. The lump sum payment will be prorated based on the remaining monthly term of the school year.

#### **IV – WORKING HOURS**

1. Teachers shall be expected to open their rooms twenty (20) minutes before the first bell for students to enter the building. Teachers shall be expected to be in their rooms five (5) minutes before the first morning bell for students to enter the building and fifteen (15) minutes after the end of homeroom at the end of the day. The normal workday shall be seven (7) hours and twenty (20) minutes. Early dismissal days shall conclude at 1:45 p.m.
2. The school year for teachers shall consist of a total of 180 pupil attendance and institute days. It is acknowledged that there will be 185 scheduled days in the school calendar; however, this is only to insure that there will be 180 teacher attendance days.
3. Each full-time certified teacher will have a daily plan period equal to one 42-minute class period. Teachers who give up their plan periods will be reimbursed \$25.00 per each missed plan period. Teachers are only to be used if substitutes are unavailable.
4. MEETINGS:
  - a. Teachers' meetings, including all certified staff, will be scheduled by the administration.
  - b. Barring an emergency, there shall be no more than 120 minutes of required teacher monthly meetings not held during the regular school hours. If a staff member is required to attend more than the 120 minutes of regularly scheduled teacher meetings, said staff member shall be paid \$30.00 per hour.
  - c. Staff members will be obligated to be present at grade nights, winter program and graduation. All measures will be taken to minimize attendance time.
5. By the last day of any given school year, a tentative schedule of all paid assignments for the coming year will be posted. Teaching assignment is interpreted to mean grade level in grades K-5 and basic subject areas in grades 6-8 as well as paid duty assignment notification. Every effort will be made by the administration to adhere to the assignment given. Any necessary change will be relayed to the teacher involved as soon as possible for planning purposes.

## V – GRIEVANCE PROCEDURE

### SECTION 1. DEFINITION:

A grievance shall mean a complaint that there has been an alleged violation or misapplication of any provision of this agreement.

### SECTION 2. STATEMENT OF BASIC PRINCIPLES:

- A. Every teacher covered by this agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this article or elsewhere in this agreement shall be construed to prevent any individual teacher from discussing a problem with the administration and having it adjusted without intervention or representation of union representative.
- B. A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation. A grievance may be withdrawn at any level without reprisal from the Union or Board against grievance.
- C. The failure of a teacher or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- D. Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the Union deem it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any reasonable extension of grievance procedure time limits.
- E. In any instance where the Union is not represented in the grievance procedure, the Union will be notified of the final disposition of the grievance which disposition shall not be in conflict with any of the terms or conditions of this agreement. Any final disposition of grievance alleged by the Union to be in conflict with this agreement shall be grievable by the Union.
- F. Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held insofar as possible, after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the administration, during school hours all employees whose presence is required shall be excused with pay for that purpose.
- G. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher union representative shall be conducted so as to result in no

interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

SECTION 3. PROCEDURE:

- A. **FIRST STEP:** An attempt will be made to resolve any grievance in informal, verbal discussion between complainant and his immediate supervisor.
  
- B. **SECOND STEP:** If a grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the immediate supervisor. The written grievance shall state the nature of the grievance, shall state the specific clause or clauses of the agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the second step must be within ten (10) working days from the date of the occurrence of the event giving rise to the grievance. The immediate supervisor who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) working days.
  
- C. **THIRD STEP:** In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher shall file, within five (5) school days of the immediate supervisor's written decision or answer at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved, the representative of the aggrieved as desired, the immediate supervisor, Superintendent or his designee shall meet. The Superintendent shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the teacher, the immediate supervisor, and the Union.
  
- D. **FOURTH STEP:** If the grievance cannot be settled at the Third step the grievance shall be submitted to the Board of Education within five (5) school days. The aggrieved, acting independently or through the Union, shall have a hearing conducted by the full Board in closed session of the Board at the next regularly scheduled Board meeting. The Board shall render its decision in writing within five (5) school days after the meeting.
  
- E. **FIFTH STEP:** If the grievance is not resolved satisfactorily to the Union within five (5) school days after consideration by the Board, there shall be available a fifth step of impartial binding arbitration. The Union may submit, in writing, a request to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) school days, the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternatively strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties. Expense for the arbitrator's services and the expenses that are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own in his agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School Board and the

Union and his decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the agreement.

#### **VI – CONFORMITY TO LAW AND RESERVATION OF RIGHTS PROVISION**

- A. It is expressly understood and agreed that all functions, rights, powers or authority of the administration of Taft School District 90 and the Board of Education which are not specifically limited by the express language of this agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this agreement.
- B. The terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of this agreement.
- C. Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause shall be automatically deleted from this agreement to the extent that it violated the law. The remaining articles, sections or clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section or clause.

#### **VII – NO STRIKE PROVISION**

- A. During the term of this agreement and any extension thereof:
  - 1. The Board shall not lock out its employees.
  - 2. No employee covered by this agreement, nor the Union, nor any person acting on behalf of the Union, shall ever or at any time engage in, authorize, or instigate any picketing, any recognition of any picket line at the school District's premises, any strike, slow down, or other refusal to render full and complete services to the Board, i.e. beat the system, or any activity whatsoever which should disrupt in any manner in whole or in part the operation of the school district.
- B. In the event of any violation of any provision of Section A2 of this Article by the Union, its members or representative, or by any employee:
  - 1. Any violating employee shall be subject to discipline or discharge as determined appropriate in the sole unilateral discretion of the Board.
  - 2. The Union shall, upon notice from the Board, immediately direct such employees both orally and in writing to resume normal operations immediately and make every other reasonable effort to end any violation(s).

## **VIII – CO-CURRICULAR ASSIGNMENTS**

1. Co-curricular positions shall be compensated in accordance with the co-curricular salary schedule. At the beginning of each year, each employee who has a full-year co-curricular assignment will elect to receive their compensation on a monthly basis or elect to receive two lump-sum payments equivalent to half the annual stipend to be paid on December 15th and June 30th for year-round assignments. A copy of this schedule will be found under Appendix C of this agreement. Teachers will be encouraged to participate as sponsors of these programs.
2. Employees that serve as summer school teachers will be compensated for summer hours at a rate of \$40/hour. Within the summer school program teachers will be entitled to a paid, duty free 30 minutes of instructional planning time for every four (4) hours worked on a daily basis.

## **IX – EXPENSES OF PRINTING AGREEMENT**

The cost incurred for printing this agreement for teacher distributions shall be borne equally by the Union and the Board.

## **X – USE OF SCHOOL FACILITIES**

The Union and its representative may use school facilities after school hours for their Union meetings if approved by the building administrator at least two (2) days prior to meeting and provided this does not conflict with regularly or previously scheduled building or district activities. Committee meetings of five or fewer members may be held after school hours prior to 4:45 p.m. without special permission. When special custodial services are required, the Union will pay for said services at the usual and customary rates.

## **XI – TEACHERS EVALUATION**

1. The Board, Administration, and the Union will continue to collaborate to develop a teacher evaluation plan consistent with the requirements of Illinois Law. In the event of a conflict between the Evaluation Plan and the state law or state regulations, the provisions of state law and state regulations shall govern.
2. The teacher shall reserve the right to attach any explanation to observation notes as part of that observation and may place his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.
3. In the event that the teacher contends his/her formal written evaluation of the classroom teaching performance was incomplete and inaccurate, he/she shall, within twenty (20) school days after the classroom observation conference with evaluator, put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.

## **XII – REMEDIATION PLAN**

1. A tenured teacher shall have a remediation plan and procedure developed and implemented in accordance with Chapter 122, 24A-5 of the School Code.
2. The Union shall supply a roster of qualified teachers from whom the consulting teacher is to be selected.
3. The consulting teacher shall not be required by either party to participate in any dismissal hearing. The consulting teacher shall provide advice to the teacher rated “unsatisfactory” on how to improve teaching skills and to successfully complete the remediation plan. The consulting teacher shall participate in developing the remediation plan.
4. Consulting teachers will receive a stipend of \$25.00 for every verified clock hour beyond the regular teacher work hours that will include any loss of planning time.
5. The Board will hold consulting teachers harmless from any legal liability arising from the performance of their responsibilities as consulting teachers.
6. The remediation guidelines shall be submitted to the evaluation plan committee for final approval or revisions.

## **XIII – EARLY RETIREMENT**

The Early Retirement Plan of Taft District 90 has been established to recognize the contributions made by the long-term full-time employees. The Early Retirement Plan is designed to complement and supplement the provisions of the TRS. This Early Retirement Plan will expire at the end of the 2028-2029 school year; however, District 90 will honor this plan for anyone entering the Early Retirement Plan during the life of this Agreement.

The conditions of the District 90 Early Retirement Plan are as follows:

1. To be eligible to participate in the Early Retirement Plan the person must have completed fifteen (15) years of full-time employment within the district, immediately preceding retirement, must become fifty-five (55) years of age within six (6) months of the end of the last year teaching, and must be eligible to retire without a penalty to TRS.
2. A teacher who elects to retire within a four-year period must notify the Superintendent in writing by February 28<sup>th</sup> of the school year preceding commencement of the agreement for year four. Said notification, upon approval by the board, shall be irrevocable.
3. In the retirement year, the teacher will be able to apply up to 340 days of unused sick leave toward retirement credit with TRS.

4. After a teacher uses the maximum allowable sick days towards service credit, the teacher will receive a post-retirement payment from District 90 at a rate of \$100.00 per day for any unused sick leave days.
5. Employees may select a Retirement Plan in length between four (4) years and one (1) year. If the employee selects a four-year plan, his/her total creditable earnings during the fourth year before retirement shall be increased by 6% over what they were the previous year. During the remaining three years of employment, the employee's total creditable earnings shall be 6% more than they were the previous year. For employees selecting a plan less than four years, their total creditable earnings in each of the years remaining until retirement shall be 6% greater than the previous year.
6. It is the intent of the parties that the Board of Education not be assessed any actuarial costs or other penalties by TRS as a result of employee compensation increases in any of the last four years of employment exceeding 6%. Therefore, the pay increase shall be limited to the amount that is TRS creditable without additional payment by the Board.

#### **XIV – ZIPPER CLAUSE**

##### WAIVER OF MID-TERM BARGAINING

- A. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties. Therefore, the Board and Union for the life of this Agreement each voluntarily and unqualifiedly waive any right which may otherwise exist to negotiate over any matter which either is referred to in this Agreement or which included the exchange of proposals and substantive counterproposals made by either party during the course of negotiating this or prior agreements.
- B. The Union and the Board agree that there may be instances where strict adherence to contract language may impede implementation of educational alternatives which are designed to meet student needs. In those instances, the Union and the Administration may discuss possible alternatives to provide relief from specific contract provision in order to meet student needs. Mutual agreements reached in this process shall be considered non-precedential. Any letters of understanding reached under this provision shall terminate upon the expiration of this contract or as specified in the letter.

### **C. SIDE LETTER ON SPOUSAL INSURANCE COVERAGE SURCHARGES**

In the event that the district's insurance provider sets a surcharge rate for covering employees' spouses/domestic partners when these individuals have access to insurance through their own employers, the Union and the Board agree to negotiate a spousal surcharge consistent with that rate.

### **SIDE LETTER ON 2022 INSURANCE OPEN ENROLLMENT**

Any employee wishing to elect a different insurance option from what they are currently enrolled in during the 2022 open enrollment period ending on July 1<sup>st</sup>, 2022, shall not be required to enroll in the HMO option or pay the difference in costs.

### **SIDE LETTER ON CORRECTING SPEECH PATHOLOGIST SALARY SCHEDULE**

The Union and the Board agree to review historical inconsistencies in line 1 of the 2021-2022 Speech Pathologist Salary Schedule and to make such revisions as mutually agreed upon to correct those inconsistencies moving forward.

**APPENDIX A: TEACHER SALARY SCHEDULES**

**25-26**

	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>EdD</u>
<u>1</u>	42,968	44,257	45,585	47,408	48,830	50,295	51,804	53,876
<u>2</u>	43,794	45,108	46,462	48,320	49,769	51,263	52,801	54,912
<u>3</u>	44,671	46,010	47,390	49,287	50,764	52,288	53,856	56,010
<u>4</u>	45,564	46,930	48,338	50,272	51,780	53,334	54,933	57,131
<u>5</u>	46,475	47,870	49,305	51,278	52,816	54,400	56,033	58,274
<u>6</u>	47,386	48,808	50,272	52,282	53,851	55,467	57,131	59,416
<u>7</u>	48,316	49,765	51,257	53,308	54,907	56,554	58,251	60,581
<u>8</u>	49,262	50,740	52,263	54,354	55,984	57,663	59,393	61,769
<u>9</u>	50,248	51,756	53,308	55,440	57,103	58,816	60,581	63,004
<u>10</u>	51,253	52,790	54,374	56,549	58,246	59,993	61,793	64,265
<u>11</u>	52,278	53,846	55,461	57,680	59,411	61,193	63,029	65,549
<u>12</u>	53,323	54,923	56,571	58,834	60,599	62,417	64,289	66,861
<u>13</u>	54,390	56,022	57,702	60,011	61,811	63,665	65,575	68,198
<u>14</u>	55,478	57,142	58,857	61,211	63,047	64,939	66,887	69,563
<u>15</u>	56,587	58,285	60,033	62,435	64,308	66,237	68,225	70,953
<u>16</u>	57,153	59,451	61,234	63,684	65,594	67,562	69,589	72,373
<u>17</u>	57,724	60,639	62,458	64,957	66,906	68,913	70,981	73,819
<u>18</u>	58,302	61,246	63,708	66,256	68,244	70,292	72,400	75,296
<u>19</u>	58,885	61,858	64,982	67,581	69,609	71,697	73,848	76,802
<u>20</u>	59,473	62,477	65,632	68,933	71,001	73,132	75,325	78,338
<u>21</u>	60,069	63,102	66,288	70,312	72,421	74,594	76,832	79,905
<u>22</u>	60,669	63,733	66,952	71,015	73,869	76,086	78,368	81,503
<u>23</u>	61,276	64,371	67,621	71,725	75,347	77,608	79,936	83,133
<u>24</u>	61,889	65,014	68,297	72,443	76,854	79,160	81,534	84,796
<u>25</u>	62,507	65,664	68,980	73,167	78,391	80,742	83,165	86,492
<u>26</u>	63,133	66,321	69,670	73,898	79,959	82,358	84,829	88,222
<u>27</u>	63,764	66,984	70,366	74,638	81,559	84,005	86,525	89,986
<u>28</u>	64,401	67,653	71,070	75,384	83,189	85,685	88,256	91,785
<u>29</u>	65,046	68,331	71,781	76,138	84,853	87,398	90,021	93,621
<u>30</u>	65,697	69,013	72,499	76,899	85,701	89,146	91,820	95,493
<u>31</u>	66,353	69,703	73,224	77,668	86,559	90,929	93,657	97,403
<u>32</u>	67,016	70,401	73,956	78,444	87,425	92,748	95,530	99,352
<u>33</u>	67,687	71,105	74,695	79,229	88,298	94,603	97,442	101,339
<u>34</u>	68,364	71,816	75,442	80,022	89,181	95,549	99,390	103,366
<u>35</u>	69,047	72,534	76,197	80,822	90,074	96,505	101,377	105,433
<u>36</u>	69,737	73,260	76,959	81,630	90,973	97,469	103,405	107,541

Off-schedule teachers receive a 6% salary increase in 2025-26  
 Off-schedule teachers' lane advancement is based on the schedule.

**26-27**

	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>EdD</u>
<u>1</u>	44,686	46,027	47,409	49,305	50,783	52,307	53,877	56,031
<u>2</u>	46,422	46,913	48,320	50,253	51,760	53,313	54,913	57,109
<u>3</u>	46,422	47,815	49,250	51,219	52,755	54,338	55,969	58,207
<u>4</u>	47,351	48,771	50,234	52,244	53,810	55,425	57,088	59,371
<u>5</u>	48,298	49,746	51,238	53,288	54,887	56,534	58,229	60,559
<u>6</u>	49,263	50,742	52,263	54,354	55,984	57,664	59,395	61,770
<u>7</u>	50,229	51,736	53,288	55,419	57,082	58,795	60,559	62,981
<u>8</u>	51,215	52,751	54,333	56,507	58,201	59,947	61,746	64,216
<u>9</u>	52,218	53,784	55,399	57,615	59,343	61,123	62,956	65,476
<u>10</u>	53,263	54,861	56,507	58,767	60,529	62,345	64,216	66,785
<u>11</u>	54,328	55,958	57,636	59,942	61,741	63,592	65,500	68,120
<u>12</u>	55,415	57,077	58,789	61,141	62,976	64,864	66,810	69,482
<u>13</u>	56,523	58,218	59,965	62,364	64,235	66,162	68,146	70,872
<u>14</u>	57,653	59,383	61,164	63,611	65,519	67,485	69,509	72,290
<u>15</u>	58,807	60,571	62,388	64,883	66,829	68,835	70,900	73,736
<u>16</u>	59,982	61,782	63,635	66,181	68,167	70,212	72,318	75,210
<u>17</u>	60,582	63,018	64,908	67,505	69,529	71,616	73,764	76,715
<u>18</u>	61,188	64,278	66,206	68,854	70,921	73,047	75,240	78,249
<u>19</u>	61,800	64,920	67,531	70,232	72,338	74,509	76,744	79,814
<u>20</u>	62,418	65,570	68,881	71,636	73,786	75,999	78,279	81,410
<u>21</u>	63,042	66,226	69,570	73,069	75,261	77,519	79,844	83,039
<u>22</u>	63,673	66,888	70,265	74,531	76,767	79,070	81,442	84,699
<u>23</u>	64,309	67,556	70,969	75,276	78,301	80,651	83,070	86,394
<u>24</u>	64,953	68,233	71,678	76,028	79,868	82,264	84,732	88,121
<u>25</u>	65,603	68,915	72,395	76,789	81,465	83,909	86,426	89,884
<u>26</u>	66,258	69,604	73,118	77,556	83,095	85,587	88,155	91,681
<u>27</u>	66,920	70,300	73,850	78,332	84,757	87,299	89,918	93,515
<u>28</u>	67,590	71,003	74,588	79,116	86,452	89,045	91,716	95,385
<u>29</u>	68,265	71,713	75,334	79,907	88,180	90,826	93,551	97,293
<u>30</u>	68,949	72,431	76,088	80,706	89,944	92,642	95,422	99,239
<u>31</u>	69,638	73,154	76,849	81,513	90,843	94,495	97,330	101,223
<u>32</u>	70,334	73,886	77,617	82,328	91,752	96,385	99,277	103,248
<u>33</u>	71,037	74,625	78,394	83,151	92,670	98,313	101,262	105,313
<u>34</u>	71,749	75,371	79,177	83,982	93,596	100,279	103,288	107,420
<u>35</u>	72,465	76,125	79,969	84,823	94,532	101,282	105,353	109,568
<u>36</u>	73,190	76,886	80,769	85,671	95,478	102,295	107,460	111,759

Off-schedule teachers receive a 6% salary increase in 2026-27  
Off-schedule teachers' lane advancement is based on the schedule.

**27-28**

	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>EdD</u>
<b><u>1</u></b>	46,474	47,869	49,305	51,277	52,815	54,400	56,032	58,272
<b><u>2</u></b>	47,367	48,789	50,253	52,263	53,830	55,446	57,109	59,393
<b><u>3</u></b>	49,207	49,727	51,220	53,268	54,865	56,512	58,208	60,535
<b><u>4</u></b>	49,207	50,684	52,205	54,292	55,921	57,599	59,327	61,699
<b><u>5</u></b>	50,192	51,697	53,248	55,379	57,039	58,750	60,513	62,933
<b><u>6</u></b>	51,196	52,731	54,313	56,485	58,180	59,926	61,723	64,192
<b><u>7</u></b>	52,219	53,786	55,399	57,615	59,344	61,124	62,958	65,476
<b><u>8</u></b>	53,243	54,840	56,485	58,744	60,507	62,322	64,192	66,760
<b><u>9</u></b>	54,288	55,916	57,593	59,897	61,693	63,544	65,451	68,069
<b><u>10</u></b>	55,351	57,012	58,723	61,072	62,904	64,790	66,734	69,404
<b><u>11</u></b>	56,459	58,153	59,897	62,293	64,161	66,086	68,069	70,792
<b><u>12</u></b>	57,588	59,315	61,094	63,538	65,445	67,408	69,430	72,208
<b><u>13</u></b>	58,740	60,501	62,316	64,809	66,754	68,756	70,819	73,651
<b><u>14</u></b>	59,914	61,711	63,563	66,106	68,089	70,132	72,235	75,125
<b><u>15</u></b>	61,112	62,946	64,834	67,428	69,451	71,534	73,680	76,628
<b><u>16</u></b>	62,335	64,205	66,131	68,776	70,839	72,965	75,154	78,160
<b><u>17</u></b>	63,581	65,489	67,453	70,152	72,257	74,424	76,657	79,723
<b><u>18</u></b>	64,217	66,799	68,803	71,555	73,701	75,913	78,190	81,318
<b><u>19</u></b>	64,859	68,134	70,178	72,985	75,176	77,430	79,754	82,944
<b><u>20</u></b>	65,508	68,816	71,582	74,446	76,679	78,980	81,349	84,603
<b><u>21</u></b>	66,163	69,504	73,014	75,934	78,213	80,559	82,976	86,295
<b><u>22</u></b>	66,824	70,200	73,744	77,453	79,777	82,171	84,635	88,021
<b><u>23</u></b>	67,494	70,901	74,481	79,002	81,373	83,814	86,328	89,781
<b><u>24</u></b>	68,168	71,610	75,227	79,792	83,000	85,490	88,054	91,577
<b><u>25</u></b>	68,850	72,327	75,978	80,590	84,660	87,200	89,816	93,408
<b><u>26</u></b>	69,539	73,050	76,738	81,396	86,353	88,944	91,612	95,277
<b><u>27</u></b>	70,233	73,780	77,505	82,210	88,080	90,722	93,445	97,182
<b><u>28</u></b>	70,936	74,518	78,281	83,032	89,842	92,537	95,313	99,126
<b><u>29</u></b>	71,646	75,263	79,063	83,863	91,639	94,388	97,219	101,108
<b><u>30</u></b>	72,361	76,015	79,854	84,701	93,471	96,276	99,164	103,130
<b><u>31</u></b>	73,086	76,776	80,653	85,548	95,341	98,200	101,147	105,193
<b><u>32</u></b>	73,817	77,543	81,460	86,403	96,294	100,164	103,169	107,296
<b><u>33</u></b>	74,554	78,319	82,274	87,268	97,257	102,168	105,233	109,442
<b><u>34</u></b>	75,300	79,103	83,097	88,140	98,230	104,212	107,338	111,632
<b><u>35</u></b>	76,054	79,893	83,927	89,021	99,212	106,296	109,485	113,865
<b><u>36</u></b>	76,813	80,693	84,767	89,912	100,204	107,359	111,674	116,142

Off-schedule teachers receive a 6% salary increase in 2027-28  
 Off-schedule teachers' lane advancement is based on the schedule.

**28-29**

	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>EdD</b>
<b>1</b>	47868	49305	50784	52815	54399	56032	57713	60021
<b>2</b>	48565	50023	51524	53584	55191	56848	58553	60895
<b>3</b>	49499	50985	52515	54615	56253	57941	59679	62066
<b>4</b>	51421	51965	53525	55665	57334	59055	60827	63259
<b>5</b>	51421	52964	54554	56736	58437	60191	61997	64476
<b>6</b>	52450	54024	55644	57871	59606	61394	63236	65765
<b>7</b>	53500	55104	56757	59027	60798	62623	64501	67081
<b>8</b>	54569	56207	57892	60208	62014	63875	65791	68423
<b>9</b>	55639	57308	59027	61388	63230	65127	67081	69764
<b>10</b>	56731	58432	60184	62593	64470	66404	68396	71132
<b>11</b>	57842	59577	61366	63820	65734	67706	69737	72527
<b>12</b>	59000	60769	62593	65096	67048	69060	71132	73977
<b>13</b>	60179	61984	63844	66398	68390	70441	72555	75457
<b>14</b>	61383	63224	65121	67726	69758	71850	74006	76966
<b>15</b>	62610	64488	66424	69081	71153	73288	75486	78505
<b>16</b>	63862	65779	67752	70462	72576	74753	76995	80076
<b>17</b>	65140	67095	69107	71871	74027	76249	78536	81678
<b>18</b>	66442	68436	70489	73309	75508	77773	80107	83311
<b>19</b>	67107	69805	71899	74775	77018	79329	81709	84977
<b>20</b>	67778	71201	73336	76270	78559	80915	83343	86676
<b>21</b>	68456	71912	74804	77796	80129	82534	85009	88410
<b>22</b>	69141	72632	76300	79351	81732	84184	86710	90178
<b>23</b>	69831	73359	77063	80938	83367	85868	88443	91982
<b>24</b>	70531	74092	77833	82558	85034	87586	90213	93821
<b>25</b>	71235	74832	78612	83383	86735	89337	92017	95698
<b>26</b>	71949	75582	79398	84217	88469	91124	93857	97611
<b>27</b>	72668	76337	80192	85059	90239	92946	95734	99564
<b>28</b>	73394	77100	80993	85909	92044	94805	97650	101555
<b>29</b>	74128	77872	81803	86768	93885	96701	99603	103587
<b>30</b>	74870	78650	82621	87637	95763	98635	101594	105658
<b>31</b>	75618	79436	83447	88513	97677	100608	103626	107771
<b>32</b>	76374	80231	84283	89398	99631	102619	105699	109927
<b>33</b>	77139	81033	85125	90292	100627	104672	107812	112125
<b>34</b>	77909	81843	85977	91195	101634	106765	109969	114367
<b>35</b>	78688	82662	86837	92106	102651	108901	112168	116655
<b>36</b>	79476	83489	87704	93027	103676	111079	114412	118989

Off-schedule teachers receive a 4.5% salary increase in 2028-29  
Off-schedule teachers' lane advancement is based on the schedule.

**APPENDIX B: SPEECH PATHOLOGIST SALARY SCHEDULES**

**SPEECH PATHOLOGIST**

**25-26**

	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>EdD</b>
<u>1</u>	65,900	67,877	69,913	72,011	74,890
<u>2</u>	67,167	69,182	71,257	73,395	76,331
<u>3</u>	68,510	70,565	72,682	74,863	77,857
<u>4</u>	69,881	71,977	74,136	76,360	79,414
<u>5</u>	71,278	73,417	75,619	77,888	81,003
<u>6</u>	74,885	77,131	79,445	81,829	85,101
<u>7</u>	76,383	78,673	81,034	83,464	86,803
<u>8</u>	77,910	80,247	82,655	85,134	88,540
<u>9</u>	79,468	81,852	84,308	86,837	90,310
<u>10</u>	81,057	83,489	85,994	88,574	92,116
<u>11</u>	82,679	85,159	87,714	90,345	93,958
<u>12</u>	84,333	86,862	89,468	92,152	95,838
<u>13</u>	86,019	88,599	91,258	93,996	97,755
<u>14</u>	87,739	90,371	93,083	95,875	99,710
<u>15</u>	89,494	92,179	94,944	97,792	101,704
<u>16</u>	90,389	94,022	96,843	99,748	103,738
<u>17</u>	91,293	95,902	98,780	101,743	105,813
<u>18</u>	92,205	96,862	100,755	103,778	107,929
<u>19</u>	93,127	97,831	102,770	105,854	110,087
<u>20</u>	94,059	98,809	103,798	107,971	112,290
<u>21</u>	94,999	99,797	104,836	110,130	114,535
<u>22</u>	95,949	100,794	105,884	111,231	116,826
<u>23</u>	96,909	101,802	106,943	112,344	119,163
<u>24</u>	97,878	102,821	108,013	113,468	121,546
<u>25</u>	98,857	103,849	109,093	114,602	123,977
<u>26</u>	99,846	104,887	110,184	115,748	125,217
<u>27</u>	100,844	105,936	111,286	116,905	126,469
<u>28</u>	101,852	106,995	112,398	118,074	127,733
<u>29</u>	102,871	108,066	113,523	119,255	129,010
<u>30</u>	103,900	109,146	114,658	120,448	130,301
<u>31</u>	104,939	110,238	115,804	121,652	131,604
<u>32</u>	105,988	111,340	116,963	122,869	132,920
<u>33</u>	107,048	112,453	118,132	124,097	134,249
<u>34</u>	108,119	113,578	119,314	125,339	135,592
<u>35</u>	109,199	114,714	120,506	126,592	136,948
<u>36</u>	110,292	115,861	121,711	127,857	138,317

# SPEECH PATHOLOGIST

## 26-27

	MA	MA+15	MA+30	MA+45	EdD
<u>1</u>	68,536	70,592	72,709	74,891	77,886
<u>2</u>	69,854	71,949	74,108	76,331	79,384
<u>3</u>	71,197	73,333	75,533	77,799	80,910
<u>4</u>	72,621	74,799	77,043	79,354	82,528
<u>5</u>	74,073	76,296	78,585	80,942	84,179
<u>6</u>	75,554	77,822	80,157	82,561	85,863
<u>7</u>	79,378	81,759	84,212	86,739	90,207
<u>8</u>	80,965	83,394	85,896	88,472	92,012
<u>9</u>	82,585	85,062	87,614	90,242	93,852
<u>10</u>	84,236	86,763	89,367	92,048	95,728
<u>11</u>	85,921	88,498	91,153	93,888	97,643
<u>12</u>	87,640	90,269	92,977	95,766	99,596
<u>13</u>	89,392	92,073	94,836	97,681	101,588
<u>14</u>	91,180	93,915	96,733	99,635	103,621
<u>15</u>	93,004	95,794	98,668	101,627	105,693
<u>16</u>	94,863	97,709	100,641	103,660	107,806
<u>17</u>	95,813	99,663	102,653	105,733	109,962
<u>18</u>	96,770	101,657	104,707	107,848	112,162
<u>19</u>	97,737	102,673	106,800	110,005	114,405
<u>20</u>	98,715	103,700	108,936	112,205	116,693
<u>21</u>	99,703	104,737	110,026	114,449	119,027
<u>22</u>	100,699	105,785	111,126	116,738	121,407
<u>23</u>	101,706	106,842	112,238	117,905	123,835
<u>24</u>	102,724	107,911	113,360	119,085	126,313
<u>25</u>	103,751	108,990	114,494	120,276	128,839
<u>26</u>	104,788	110,080	115,639	121,478	131,415
<u>27</u>	105,836	111,180	116,795	122,693	132,730
<u>28</u>	106,895	112,293	117,963	123,920	134,057
<u>29</u>	107,963	113,415	119,142	125,159	135,397
<u>30</u>	109,043	114,550	120,334	126,411	136,751
<u>31</u>	110,134	115,695	121,538	127,675	138,119
<u>32</u>	111,235	116,852	122,752	128,951	139,501
<u>33</u>	112,348	118,021	123,980	130,241	140,895
<u>34</u>	113,471	119,200	125,220	131,543	142,304
<u>35</u>	114,606	120,393	126,472	132,859	143,728
<u>36</u>	115,751	121,597	127,736	134,187	145,165

## SPEECH PATHOLOGIST

### 27-28

	MA	MA+15	MA+30	MA+45	EdD
<u>1</u>	71,277	73,415	75,618	77,887	81,001
<u>2</u>	72,648	74,827	77,072	79,385	82,559
<u>3</u>	74,045	76,266	78,554	80,911	84,147
<u>4</u>	75,469	77,733	80,065	82,467	85,765
<u>5</u>	76,978	79,287	81,666	84,116	87,480
<u>6</u>	78,518	80,874	83,300	85,798	89,230
<u>7</u>	80,087	82,491	84,966	87,515	91,015
<u>8</u>	84,141	86,664	89,264	91,943	95,620
<u>9</u>	85,823	88,397	91,050	93,781	97,532
<u>10</u>	87,540	90,166	92,871	95,656	99,483
<u>11</u>	89,290	91,969	94,729	97,570	101,472
<u>12</u>	91,076	93,808	96,622	99,521	103,502
<u>13</u>	92,898	95,685	98,555	101,511	105,572
<u>14</u>	94,756	97,598	100,527	103,542	107,683
<u>15</u>	96,651	99,550	102,537	105,613	109,838
<u>16</u>	98,584	101,541	104,588	107,725	112,034
<u>17</u>	100,555	103,572	106,679	109,880	114,274
<u>18</u>	101,562	105,643	108,812	112,077	116,560
<u>19</u>	102,576	107,756	110,990	114,318	118,892
<u>20</u>	103,602	108,834	113,208	116,605	121,269
<u>21</u>	104,638	109,922	115,473	118,937	123,694
<u>22</u>	105,685	111,022	116,628	121,316	126,169
<u>23</u>	106,741	112,132	117,794	123,742	128,692
<u>24</u>	107,808	113,253	118,972	124,979	131,265
<u>25</u>	108,887	114,385	120,162	126,230	133,892
<u>26</u>	109,976	115,530	121,363	127,492	136,569
<u>27</u>	111,075	116,685	122,577	128,767	139,300
<u>28</u>	112,187	117,851	123,803	130,054	140,694
<u>29</u>	113,308	119,030	125,041	131,355	142,100
<u>30</u>	114,441	120,220	126,291	132,668	143,521
<u>31</u>	115,586	121,423	127,554	133,995	144,956
<u>32</u>	116,742	122,637	128,830	135,335	146,406
<u>33</u>	117,909	123,863	130,117	136,688	147,871
<u>34</u>	119,088	125,102	131,419	138,055	149,349
<u>35</u>	120,280	126,353	132,733	139,436	150,842
<u>36</u>	121,482	127,616	134,061	140,830	152,351

# SPEECH PATHOLOGIST

## 28-29

	MA	MA+15	MA+30	MA+45	EdD
<u>1</u>	73,415	75,618	77,886	80,223	83,432
<u>2</u>	74,484	76,719	79,021	81,392	84,647
<u>3</u>	75,917	78,194	80,540	82,957	86,274
<u>4</u>	77,377	79,698	82,089	84,552	87,933
<u>5</u>	78,865	81,231	83,668	86,178	89,624
<u>6</u>	80,442	82,855	85,341	87,901	91,417
<u>7</u>	82,051	84,513	87,048	89,659	93,245
<u>8</u>	83,691	86,203	88,789	91,453	95,111
<u>9</u>	87,927	90,564	93,281	96,080	99,922
<u>10</u>	89,685	92,375	95,147	98,001	101,921
<u>11</u>	91,479	94,223	97,050	99,961	103,960
<u>12</u>	93,309	96,108	98,991	101,961	106,038
<u>13</u>	95,174	98,029	100,970	104,000	108,159
<u>14</u>	97,078	99,991	102,990	106,080	110,322
<u>15</u>	99,020	101,990	105,050	108,202	112,529
<u>16</u>	101,000	104,030	107,151	110,366	114,781
<u>17</u>	103,020	106,111	109,294	112,573	117,076
<u>18</u>	105,080	108,233	111,480	114,824	119,417
<u>19</u>	106,132	110,397	113,709	117,120	121,805
<u>20</u>	107,192	112,605	115,984	119,463	124,242
<u>21</u>	108,264	113,731	118,303	121,852	126,726
<u>22</u>	109,347	114,869	120,669	124,289	129,260
<u>23</u>	110,441	116,018	121,876	126,775	131,847
<u>24</u>	111,545	117,178	123,095	129,310	134,483
<u>25</u>	112,660	118,349	124,326	130,603	137,172
<u>26</u>	113,787	119,533	125,569	131,910	139,917
<u>27</u>	114,925	120,729	126,825	133,229	142,715
<u>28</u>	116,074	121,936	128,093	134,561	145,569
<u>29</u>	117,235	123,154	129,374	135,907	147,025
<u>30</u>	118,407	124,386	130,668	137,266	148,495
<u>31</u>	119,591	125,630	131,974	138,639	149,979
<u>32</u>	120,787	126,887	133,294	140,025	151,479
<u>33</u>	121,996	128,155	134,627	141,425	152,994
<u>34</u>	123,215	129,437	135,973	142,839	154,525
<u>35</u>	124,447	130,732	137,333	144,268	156,069
<u>36</u>	125,692	132,038	138,706	145,710	157,630

**APPENDIX C – CERTIFIED STAFF LONGEVITY BONUS**

**1. Time Longevity Bonus**

- Year 5 - \$500
- Year 10 - \$1000
- Year 15 - \$1500
- Year 20 - \$2000
- Year 25 - \$2500
- Year 30 - \$3000

**All longevity bonuses earned for certified staff members (Teachers & Speech Pathologist) will be paid on the June 30<sup>th</sup> regular payroll check in the year in which they were earned.**

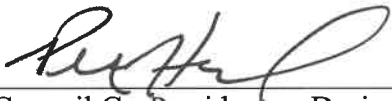
**APPENDIX- D: EXTRA CURRICULAR SCHEDULE**

<b>Activity</b>	<b>Year 1-5</b>	<b>Years 6-10</b>	<b>Years 11+</b>
Boys Baseball	1854	2441	2987
Girls Softball	1854	2441	2987
7th Boys Basketball	2575	3440	4223
8th Boys Basketball	2575	3440	4223
7th Girls Basketball	2575	3440	4223
8th Girls Basketball	2575	3440	4223
7th Boys Volleyball	2163	2905	3760
8th Boys Volleyball	2163	2905	3760
7th Girls Volleyball	2163	2905	3760
8th Girls Volleyball	2163	2905	3760
Spring Sport (Girls)	1236	1648	1854
Spring Sport (Boys)	1236	1648	1854
Cheerleading	2678	3605	4326
Chorus		2544	3131
Band	1957	2544	3131
Student Council	2060	2647	3234
Beta Club	1854	2441	3028
8th Grade Class Sponsor	1442	1751	2060
Science Fair	515	670	824
Yearbook	927	1236	1545
Athletic Director	3708	4481	5871

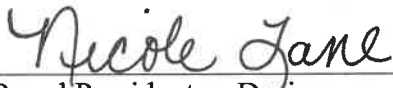
Lunchroom Supervisor (per lunch period)	\$30.00
Detention (per 45 min session)	\$30.00
Saturday School (4 hours)	\$100.00


ACCEPTANCE OF AGREEMENT

Taft Council  
AFT Local 604  
IFT/AFT/AFL-CIO

  
\_\_\_\_\_  
Council Co-President or Designee  
5/22/25  
\_\_\_\_\_  
Date

Taft School  
District No. 90  
Lockport, Illinois

  
\_\_\_\_\_  
Board President or Designee  
5/22/25  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Council Co-President or Designee  
5/22/25  
\_\_\_\_\_  
Date

# Memorandum of Understanding

## Between Taft SD 90 and the Taft Council of the American Federation of Teachers, Local 604 Regarding Extracurricular Activity Classification

This Memorandum of Understanding (“MOU”) is entered into by and between Taft SD 90 (“District”) and the Taft Council of the American Federation of Teachers, Local 604 (“Association”).

### 1. Purpose

The purpose of this MOU is to provide flexibility in the offering of certain extracurricular athletic activities while maintaining opportunities for student participation and bargaining unit member involvement.

### 2. Background

Under the current Collective Bargaining Agreement (“CBA”), Track is listed as a designated extracurricular activity within the District’s schedule of stipend positions. The parties recognize a need for increased flexibility in scheduling and offering spring extracurricular sports based on student interest, participation levels, and programmatic needs.

### 3. Agreement

The parties agree to the following:

- Track shall no longer be designated as a fixed extracurricular activity under the CBA schedule.
- Track shall instead be classified as a **spring sport option**, which may be offered at the District’s discretion.
- The District may determine, on a year-to-year basis, which spring sport(s) will be offered, including but not limited to Track and/or Soccer.
- When Track is offered, it shall be compensated in accordance with the applicable stipend provisions of the CBA (or as otherwise agreed upon by the parties).
- When an alternative spring sport (e.g., Soccer) is offered in place of Track, that activity shall be compensated consistent with comparable extracurricular stipend provisions.

### 4. Duration

This MOU shall take effect on March 26, 2026 and shall remain in effect through the duration of the current CBA unless modified by mutual written agreement of the parties.

## 5. Non-Precedent Setting

This MOU shall not establish a precedent beyond the specific terms outlined herein and shall not be construed as a waiver of any rights under the CBA, except as explicitly stated.

## 6. Incorporation

This MOU shall be incorporated into the CBA for the duration stated above.

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### For the District:

Name: Nicole Yane  
Title: Board President  
Date: 3/26/26

### For the Association:

Name: Kathleen Campbell  
Title: CO-PRESIDENT  
Date: 3/24/26